**Katharine Neem Destler**

School of Policy, Government and International Affairs, George Mason University

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Education

University of Washington, Ph.D. Policy Public and Management *December 2013*

Dissertation: “Creating a Performance Management Culture? Informal Institutions and Education Reform” Directed by Stephen B. Page (Chair), Craig Thomas, Peter J. May and Meredith Honig

University of Virginia, M.A.T. English Education *August 1998*

Brown University, A.B. Comparative Literature, *Magna Cum Laude* *May 1996*

Fellowships and Awards

National Academy of Education/Spencer Foundation Research Fellowship, $70,000 *2016-2017*

Artinian Travel Award, Southern Political Science Association, $500 *2016*

Seed Grant, Provost Multidisciplinary Research Initiative (co-investigator), *2015-2016*

George Mason University, $25,000

Invited Participant, IES Quasi-Experimental Design and Analysis Workshop *August 2015*

Summer Research Grant, George Mason University, $5,000 *Summer 2015*

Runner-Up, Policy Dissertation of the Year, American Educational Research Association, $500 *Spring 2015*

Presage-Cook Travel Award, Southern Political Science Association, $500 *2013*

Pre-doctoral Research Training Fellow, U.S. Institute of Education Science, $132,000 (over 3 yrs) *2009-2012*

David L. Clark Scholar, University Council for Educational Administration *2010*

Daniel J. Evans Scholar, University of Washington *2005-2006*

Teacher of the Year, St. Anne’s-Belfield School *2004*

Arthur Vining Davis Foundation Fellow, Center for Liberal Arts, University of Virginia *2003-2004*

Lead Teacher, William Monroe High School *1998-1999*

Phi Beta Kappa, Brown University *1996*

Academic appointmentS

**Assistant Professor of Political Science** *August 2016-*

Western Washington University, Bellingham, Washington*present*

**Assistant Professor**, School of Policy, Government and International Affairs *August 2014-*

George Mason University, Fairfax, Virginia *July 2016*

**Visiting Assistant Professor of Political Science and Management** *August 2013-*

Western Washington University, Bellingham, Washington*June 2014*

**Teaching Associate**,Evans School of Public Affairs *January-*

University of Washington, Seattle, WA *June 2013*

Peer-reviewed Publications

“A Matter of Trust: Organizational Climate, Street Level Bureaucrats and Performance Management Reform**.**”Forthcoming at *Journal of Public Administration Research and Theory.*

Destler, K and Page, S. “Moving toward Mixed Service Delivery: The Growth in Schools Run by Non-governmental Providers in Ten Cities. *International Public Management Journal****.*** (available on-line May 2016)

“Creating a Performance Culture: Incentives, Climate and Organizational Change.” *American Review of Public Administration.* (available on-line October 2014).

Goldhaber, D., Destler, K. and Player, D. “Teacher Labor Markets and The Perils of Using Hedonics to Estimate Compensating Differentials in the Public Sector.”*Economics of Education Review* (February 2010), 1-17.

Book Manuscript in progress

*Performance Management Hits the Streets: Organizational Culture and Education Reform.*

Paper in Progress

A Burning Platform is Not Enough:  Understanding Why Low-Performing Schools Don’t Respond to Accountability Pressure. **Preparing to submit to *American Educational Research Journal.***

When do Citizens Step in? Race, Class and Citizen Co-Production in Schools.

With David Selby.\* Bridging Divides or Building new Walls? Heterogeneity in the Link between School Choice and Segregation. \*Graduate Student Coauthor

With Ashley Jochim. Blurred Lines: The Effects of Government Contracting on Citizen Attitudes towards Government.

Policy reports

“Charter Authorizing: It’s a Dirty Job but Somebody’s Got to Do it” in *Hopes Fears and Reality: A Balanced Look at American Charter Schools in 2006*, Robin Lake and Paul T. Hill, eds. (December 2006), 49-60. Center on Reinventing Public Education.

“Contrasting Approaches to Charter School Oversight.” National Charter School Research Center. Working Paper 2008-2.

With Stephen B. Page. “Buying Smart in Thin Markets: District Tactics to Improve the Quality and Quantity of Autonomous Schools.” National Charter School Research Center. Working Paper 2008-3.

“Working with Private Partners to Manage the Market: Collaborative Approaches to Charter School Oversight.” National Charter School Research Center. Working Paper 2008-5.

With Ashley E. Jochim. “Quality Improvement and Performance Management in Schools: Lessons From Abroad.” National Charter School Research Center. Working Paper 2008-6.

Research and POlicy Experience

**Senior Research Analyst, Seattle Public Schools,** Seattle Washington*March 2010-*

* In collaboration with district staff, designed and negotiated with the Seattle *September 2010*

Education Association a new teacher evaluation system.

**Research Assistant, Center on Reinventing Public Education,** Seattle, Washington *July 2005-*

* Researched charter schools, performance management, private sector supply chains *March 2010*

and teacher compensation policy

Research Assistant, Coalition of Essential Schools, Providence, Rhode Island *February 1995-*

* Designed organization’s web page; created “CES Toolbox,” an on-line school reform guide. *May 1996*

College teaching experience

**Undergraduate Courses Taught**

Polisci 250: Introduction to American Politics

Polisci 427: Policy Making and Policy Analysis

Polisci 397: Bureaucratic Politics

Mgmt 311: Organizational Behavior

Mgmt 497: Cross-Sector Management

**Graduate Courses Taught:**

Pubp 500: Theory and Practice in Public Policy

Pbaf 512: Managing Organizational Performance

Pbaf 528 Quantitative Analysis II

Pubp 713: Policy and Program Evaluation

Pbaf 608: Degree Project Seminar

Pubp 710: Politics of Education Reform

*Teaching Assistant and Instructor Positions*

**Teaching Assistant,** Managing Organizational Performance, Evans School (Stephen Page) *Winter 2012*

**Instructor***,* Math Camp. Evans School of Public Affairs *September 2007, 2009*

**Teaching Assistant,** Going toHigh School in America, Brown University (Theodore Sizer) *Fall 1995*

k-12 Teaching Experience

**English/American Studies TeacherandDepartment Chair** *2000- 2005*

Saint Anne's-Belfield School, Charlottesville, Virginia

English Teacher, William Monroe High School, Stanardsville, Virginia *1998- 2000*

First-Grade Teacher, Leckie Elementary School, Washington D.C. *1996- 1997*

Select Conferences and public presentations

“Invited Panelist: “ Author Meets Readers Panel: *Government against Itself: Public Union Power and Its Consequences*,” Southern Political Science Association Annual Meeting. January 2016.

“When do Citizens Step in? Race, Class and Choice as Predictors of Citizen Co-Production.” Panel: “Inequality in the Efficacy and Provision of Public Policy” Southern Political Science Association Annual Meeting. January 2016.

“Street Level Bureaucrats, Organizational Climate and Performance Management Reform.” Association for Public Policy and Management Annual Meeting, Miami, FL. November 2015.

(Discussant) Panel: Framing Performance Assessments, Association for Public Policy and Management Annual Meeting, Miami, FL. November 2015.

“Urban Market Reforms and Citizen Trust: School Choice and Parent Social Capital.” American Political Science Annual Meeting, San Francisco, CA. September 2015.

“Performance Management Hits the Streets: Organizational Climate, Peer Relations and Organizational Change.” Public Management Research Association Biannual Meeting, Minneapolis, MN. June 2015.

With Ashley Jochim. **“**Managing Markets and Trust: School Choice and Parent Social Capital.” Public Management Research Association Biannual Meeting, Minneapolis, MN. June 2015.

“A Burning Platform is Not Enough:  Understanding Why Low-Performing Schools’ Don’t Respond to Accountability Pressure.” Panel: Educator Responses to Accountability Pressures. Association for Educational Finance and Policy Annual Meeting. February 2015.

“Uneasy Partners: Accountability, Organizational Learning and Performance Management Reform in Complex Policy Domains.” Panel: Governing Complexity. Western Political Science Association Annual Meeting, Seattle, WA, April 2014.

“Climate as a Facilitating Factor in Organizational Change: School-Level Responses to Performance Management Reform.” Panel: Bureaucratic Capacity and Responsiveness Southern Political Science Association Annual Meeting, New Orleans, LA, January 2014. **Paper submitted to discussant; Conference cancelled due to hurricane.**

“A Performance Culture? Anxiety, Trust and Organizational Change." Public Management Research Association Biannual Meeting. Madison, WI, June 2012.

Organizational Culture and Performance Management Reform: Risk, Support and the Potential to Improve.” Panel: “Educational Performance: The Role of Performance Management, Motivation and Innovation.” Association for Public Policy and Management, Baltimore, MD, November 2012.

“Creating a Performance Culture: Anxiety, Climate and School District Reform.” Conference: **Improving Education through Accountability and Evaluation Lessons from Around the World**. Association for Public Policy and Management and Istituto Nazionale per la Valutazione del Sistema Educativo di Istruzione e di Formazione, Rome, Italy, October 2012.

“Incentives, Anxiety and Agency: Organizational Culture and the Challenges of Performance Management Reform.” Panel: “Performance Management and Organizational Performance.” American Political Science Association, New Orleans, LA, August 2012.

“Strife and Progress: Transforming Public Education in Big Cities.” Invited Panelist. Evans School of Public Affairs, Seattle, WA, May 2012.

“Crafting a Performance Culture: Informal Institutions and Education Reform.”

Research Briefing at the National Education Association, Washington, DC, November 2011.

“Implementing Institutional Change: Politics and Cognition in Education Reform.” Panel: “Urban Education: Institutional Innovation and System Performance.” American Political Science Association, Seattle, WA, September 2011.

“Making Markets Work: How Government Can Improve the Non-governmental Supply and Quality of Complex Public Services” (with Stephen B. Page).” Panel: “Market and Economic Impacts on Governance.” Western Political Science Association, San Francisco, CA, April 2010.

“Working with Private Partners to ‘Manage the Market’: Collaborative Approaches to Charter School Oversight.” Panel: “International Perspective on Market-Based Reform.” American Educational Research Association, San Diego, CA, April 2009.

With Robin Lake, Julie Kowal, and Lucy Steiner. “The Myers-Briggs of Charter School Authorizing.” Panel. National Association of Charter School Authorizers, Indianapolis, IN, October 2008.

With Ashley E. Jochim. “Quality Improvement and Performance Management in Schools: Lessons from Abroad.” Poster. Consortium on Collaborative Governance, Santa Monica, CA, April 2008.

“Charter Authorizing: It’s a Dirty Job but Somebody’s Got to Do it.” Panel: “Hopes, Fears and Reality: A Balanced Look at Critical Authorizing Questions. National Association of Charter School Authorizers Annual Meeting. Savannah, GA, October 2007.

“Performance Accountability and Public Schools: Beyond Open Markets and the One Best System.” Panel: “Perspectives and Policies of Large Scale Organizational Reform.” American Educational Research Association, Chicago, IL, April 2007.

Professional Service

American Educational Research Association

Dissertation of the Year Review Committee, Division L (Education Policy) 2015-2016

WT Grant Foundation

External Reviewer, Use of Evidence Program Fall 2015

**Journal Reviewer:**

*Administration and Society American Review of Public Administration*

*Journal of Public Policy and Management Journal of Public Administration Research and Theory*

*Journal of School Choice Social Science Quarterly*

*State Politics and Policy Quarterly*

**Member:**

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| American Political Science Association | Public Management Research Association |
| Association for Public Policy and Management | Association for Educational Finance and Policy |